

# Aviation Talent Forecast

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# Navigating the future of civil aviation's workforce

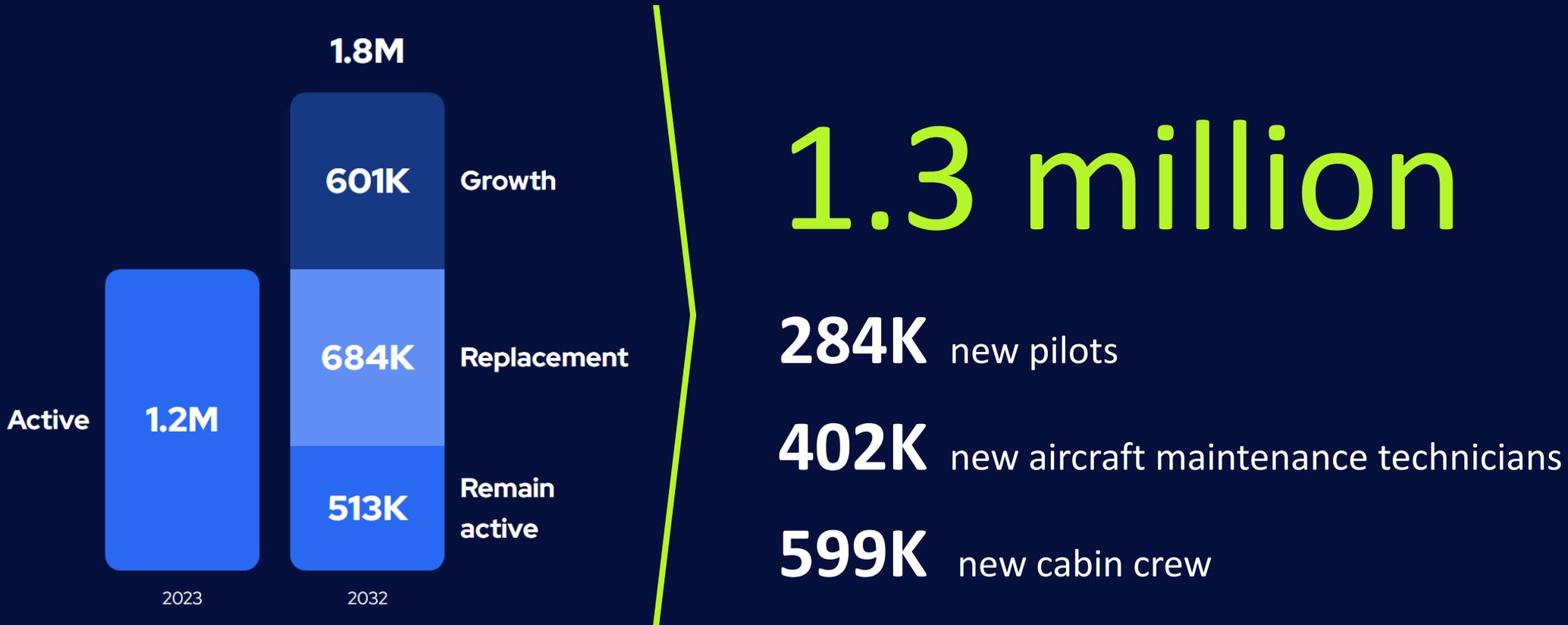
We are shining a spotlight on the demand for pilots, aircraft maintenance technicians, and cabin crew today – and in the years to come.

# 1.3 million

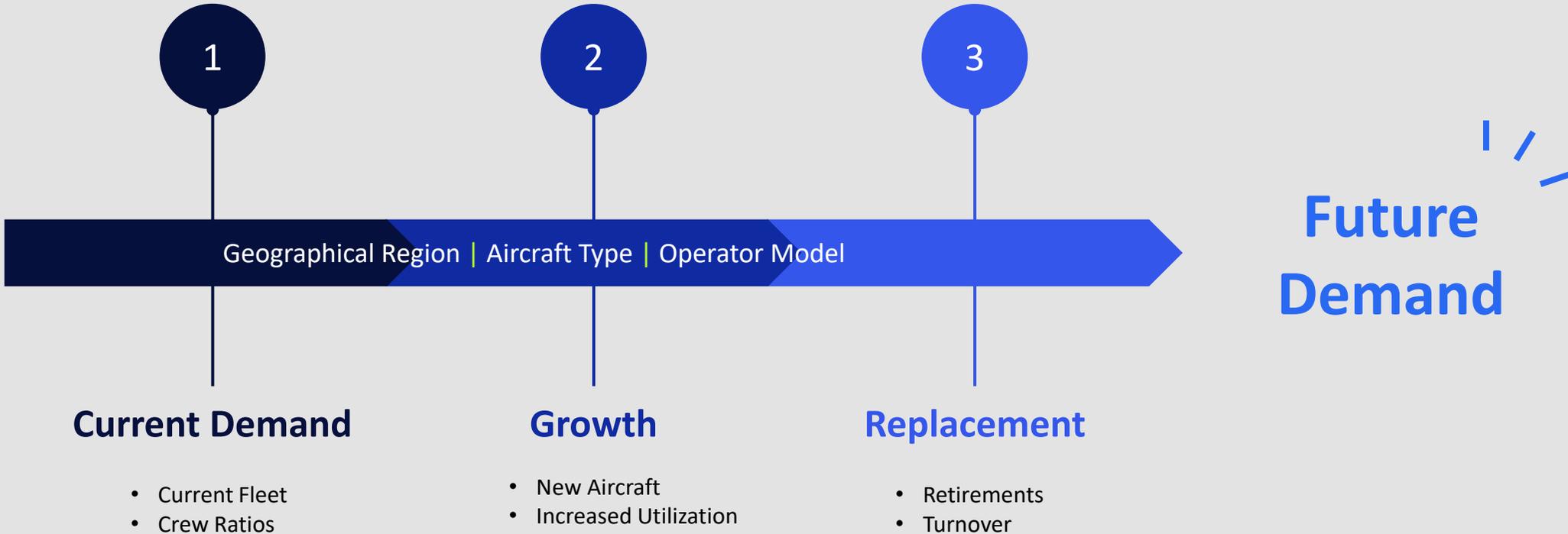
new civil aviation professionals  
needed over the next ten years

# Civil Aviation Talent Forecast

New civil aviation professionals needed over the next 10 years



# Methodology



Sources: CAE databases, Aviation Week, Cirium, FAA, Rolland Vincent associates

# Civil Aviation Talent Forecast

Chart figures in thousands

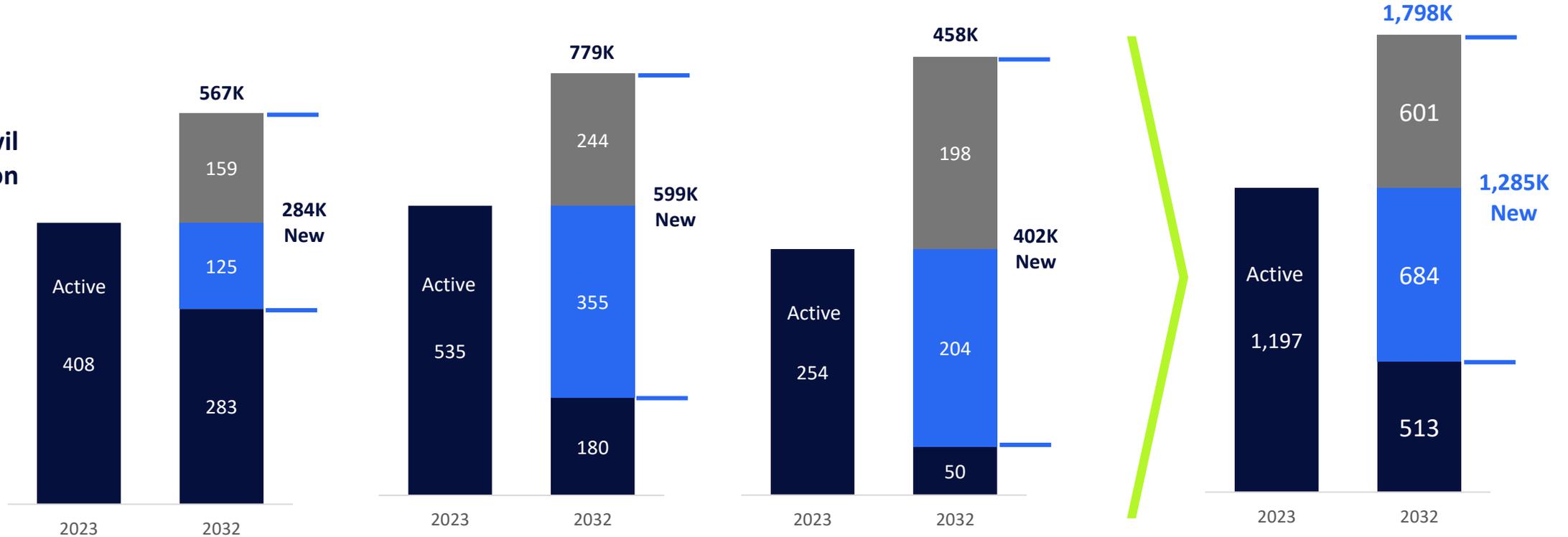
- Grow
- Replace
- Stay



## Civil Aviation Talent



### Civil Aviation



**284K**

New Pilots Needed

**599K**

New Cabin Crew Needed

**402K**

New Maintenance Technicians Needed

**1.3M**

New Civil Aviation Talent Needed

# Civil Aviation Talent Forecast

New civil aviation professionals needed by region over the next 10 years



Source: CAE analysis

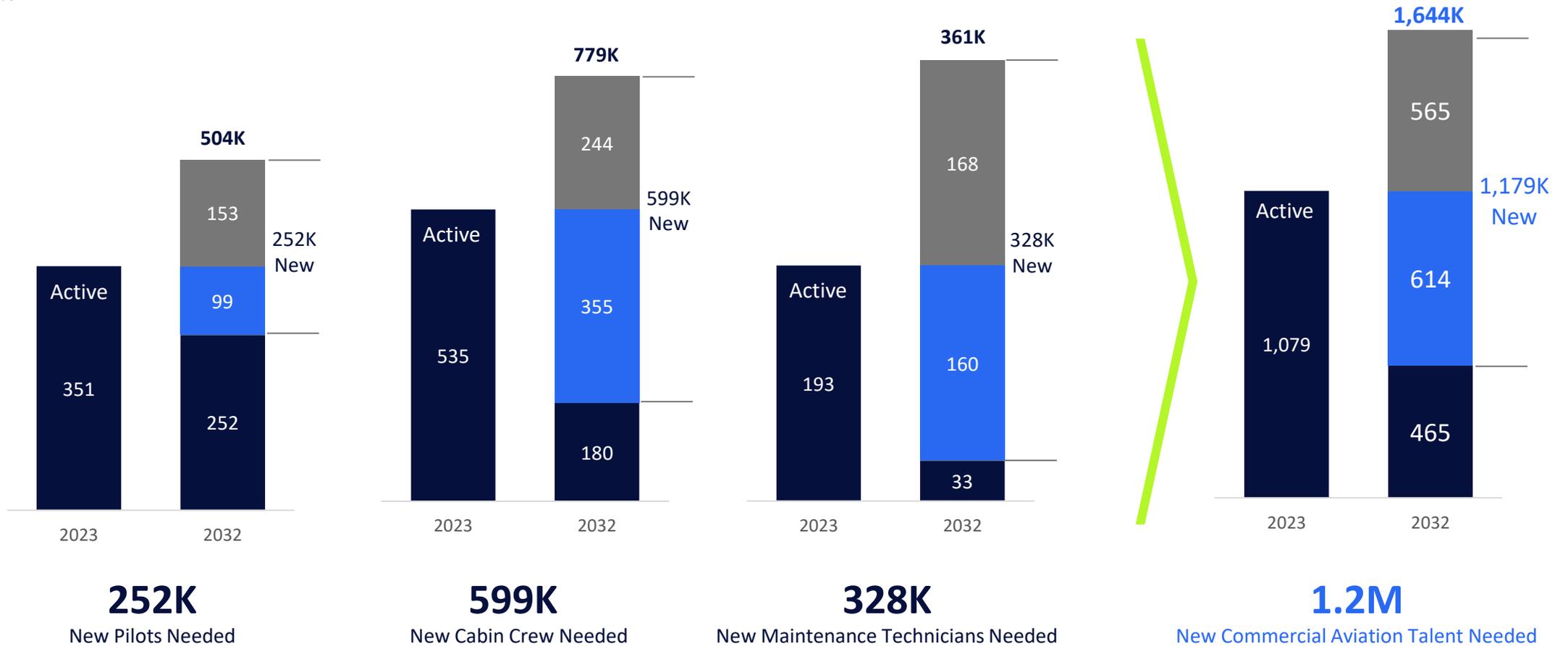
# Commercial Aviation Talent Forecast

Chart figures in thousands

- Grow
- Replace
- Stay



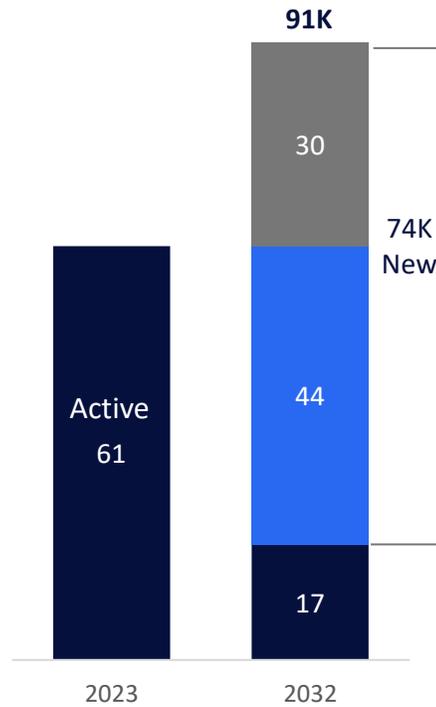
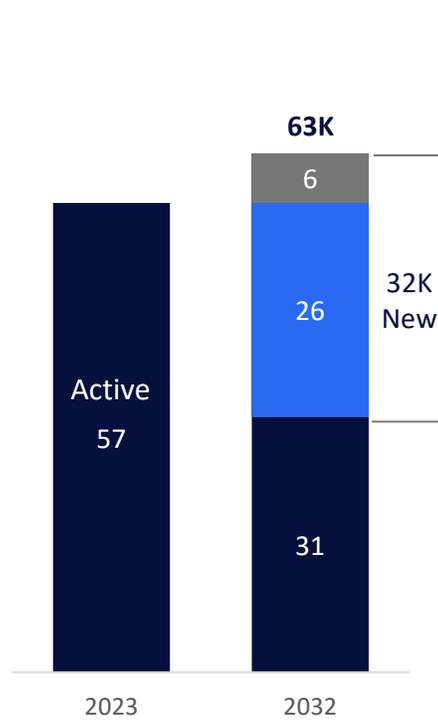
## Commercial Aviation Talent



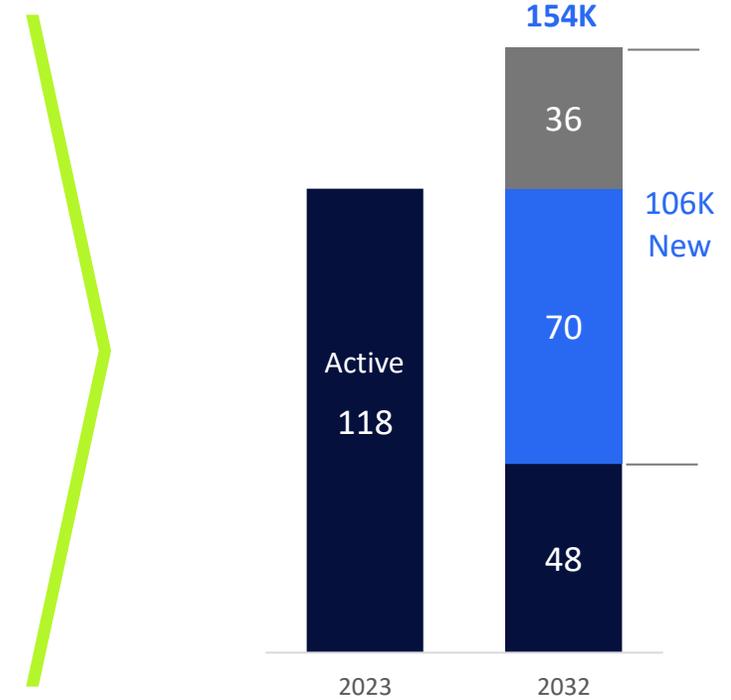
# Business Aviation Talent Forecast

Chart figures  
in thousands

- Grow
- Replace
- Stay



## Business Aviation Talent



# Pilot Forecast

# 284K

## New pilots needed



Source: CAE analysis

# Cabin Crew Forecast 2023

599K

## New Commercial Cabin Crew Needed



# Maintenance Technician Forecast

## 402K

### New aircraft maintenance technicians needed



# What can be done to supply the demand

01

Career Development Programs

02

Early Outreach and Education

03

Engaging Generation Z with Technology

04

Addressing Bias and Promoting Diversity

05

Dispelling Stigmas and Providing Information

06

Increasing Scholarships and Partnerships

07

Lowering Pilot Entry Costs

08

Versatile Aircraft Maintenance Workforce

09

Establishing Cadet Programs and Academies

10

Partnering with Training Organizations

# 1.3 million

new civil aviation professionals  
needed over the next ten years

**Scan** to access the  
complete report



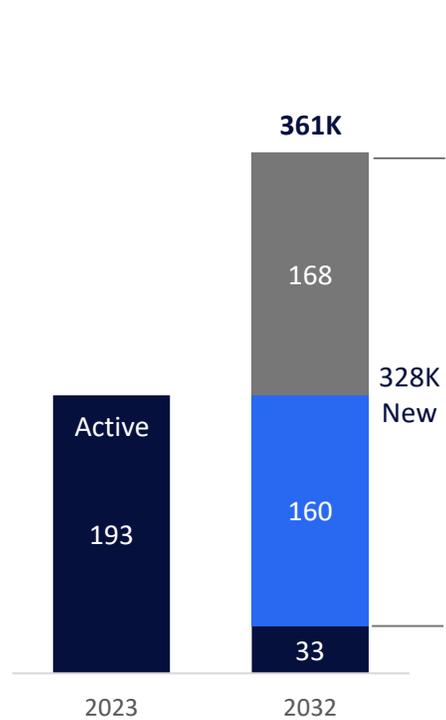
# Maintenance Technician Forecast

Chart figures  
in thousands

- Grow
- Replace
- Stay



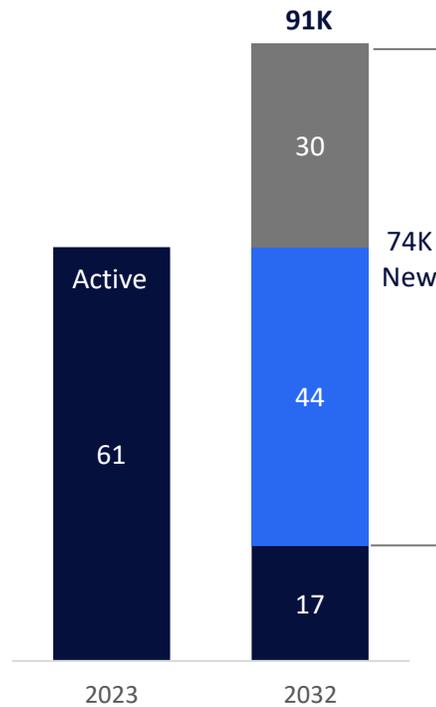
Commercial Maintenance Technicians



**328K**  
New Commercial Technicians Needed

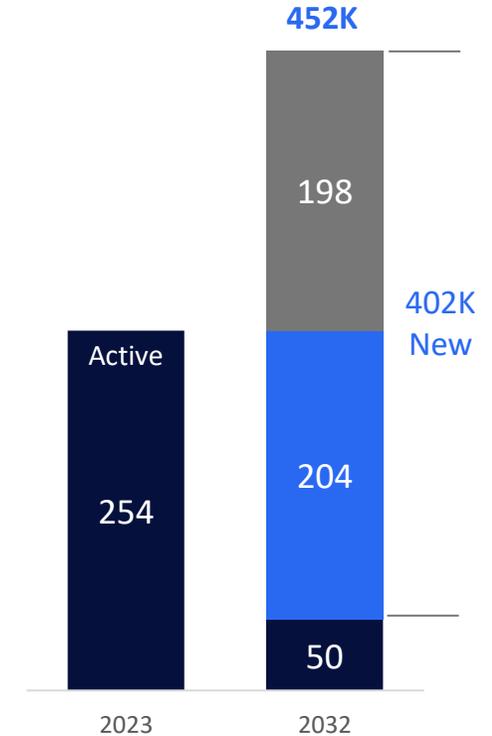


Business Aviation Maintenance Technicians



**74K**  
New Business Aviation Technicians Needed

## Maintenance Technicians



**402k**  
New Maintenance Technicians Needed